

1. Please select your UC Committee

0 / 0 pts

Auto-graded

- Awards Special Committee
- Budget and Finance
- Communication
- Information Technology
- Institutional Advancement
- Physical Environment
- Recreation and Wellness
- Student Engagement and Success
- Talent Development and Human Resources
- ad hoc Human Development

2. Did the Committee meet this month? If you met, select Yes and complete the rest of the survey. Provide minutes in question 7. You do not need to upload documents unless they are supporting materials for this month's meeting.

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If you did not meet, select No and submit the survey. You do not need to complete the rest of the survey or upload any documents. Thank you for logging this month's meeting status.

- Yes
- No

3. Date of Meeting

0 / 0 pts

5/4/2021

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4. Committee Members in Attendance or Absent With Notice

0 / 0 pts

No answer provided.

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5. Committee Members Absent Without Notice

0 / 0 pts

No answer provided.

Auto-graded

6. Based on your goals for the year, outline what decision were made or action items discussed during this month's meeting that moved goal(s) forward

0 / 0 pts

We discussed two recent topic submissions. We also continued our discussion of Performance reviews.

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7. Provide Meeting Minutes/Monthly Report here

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MEETING CALLED BY

Laura Conley

TYPE OF MEETING

Monthly Meeting

PRESIDER

Laura Conley

NOTE TAKER

Melanie McGurr

ATTENDEES

Members in attendance: Sarah Kelly, Melanie McGurr, Laura Conley, Susan Hanlon, Wei (Grace) Zhang, Ankita Gupta, Ebenezer Duah, Matthew Dowd, Renata Janosi, Jonathan Minnich, Melissa Dreisbach, Eric Veigel

Absent with notice:

Agenda topics:

11:05 A.M.

CALL TO ORDER

Laura called the meeting to order

Approval of the minutes from the last meeting

11:10 A.M.

OLD BUSINESS

Melanie will complete a topic submission about campus-wide vaccines for incoming students. The topic arose last meeting, but in order to get on our regular agenda, a topic submission needs to be completed.

We briefly discussed the Performance Review Progress Report Draft. There were a few suggestions for changes. Melanie will make edits and let Sarah and Laura know when it is ready to be sent on to administration.

11:15 A.M.

NEW BUSINESS

We have 2 new topic submissions for this meeting. The first is a temporary exemption for the amount of vacation an employee can bank for the year. This submission also has a time sensitive element because the end of the fiscal year is approaching. We discussed this topic for a few minutes, concentrating on who the exemption might be for (all campus), how long the exemption might be (1 or 2 years?), and why people may have a lot of vacation banked even before the pandemic. A concern was raised that if people can't bank vacation, we may have too many people on vacation at once across campus. There are certainly times of the year that are difficult for certain departments to take vacati

on. Switching vacation calendars from fiscal to calendar year was brought up, but we did not discuss this at length because it would need Board of Trustee approval. We also wondered if this temporary situation would encourage people from using time and there is a real cost to employees not using their vacation time. The system only records up to 500 hours, regardless, so no one can bank that much. Some employees feel that they cannot take time off because there is too much to do, but as some pointed out, if people are too busy to take vacation, then the university needs to hire more employees. We decided we should make a recommendation with how many hours can be carried over and for what amount of time. After the past year, allowing employees to carry over some vacation is a gesture of support. We decided to respond to the topic by recommending 80 hours that can be carried over for two years. We will send this response on to the UC Budget & Finance committee quickly so they can discuss our proposal at their next meeting.

We also began discussing the second topic submission, an increase in pay for part-time faculty. Overall, we agree that our compensation needs addressed across the board at UA. The part-time faculty have not had a pay raise for at least 20 years. We agreed that the quality of teaching must play a part in compensation as well. The committee will research this topic, come up with a recommendation, and send it back to UC Executive Committee. This will take time. Because we didn't have much time left in the meeting, we tabled this discussion until our next meeting.

12:20 P.M.

ADJOURN

Meeting adjourned at 12:20 P.M.

Our last meeting of the year is May 4, 2021 at 11:00 A.M. on Teams.

8. If you also have a document that provides supporting materials for this month's work, you can upload here (not required if you provided full minutes or information in question 7)

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Auto-graded



UC_TD_HR Meeting April 6, 2021_Melanie Jolynn McGur.docx ([http...](#))

9. Are there any new topic submissions or other information/feedback you would like to share from the committee?

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We discussed and moved forward the topic submission dealing with vacation banking. We also made a plan for the part-time faculty pay increase.